

## EFFECTIVE TEACHING AND LEADING ACT OF 2013

U.S. SENATOR JACK REED

Research has shown that the most important school-based factors for raising student achievement and turning around struggling schools are teacher quality and school leadership. To strengthen teaching and school leadership, the Effective Teaching and Leading Act would amend Title II of the Elementary and Secondary Education Act (ESEA) to provide targeted assistance to schools to develop and support effective teachers, school librarians, principals, and school leaders through implementation of the following proven, research-based strategies:

### **Team-Based, Job-Embedded Professional Development for All Teachers, School Librarians, and Instructional Staff**

Modifies the ESEA's current definition for professional development, with a new focus on:

- Engaging teams of teachers, librarians, and other instructional staff during frequently scheduled, significant blocks of time during the regular school day to analyze data on student learning and classroom practice to identify student and teacher learning needs and to develop and implement research-based instructional strategies.
- Regularly evaluating the effectiveness of professional development in improving classroom practice and student learning.

### **Systems of Teacher and Principal Induction, Professional Development, and Evaluation**

Targets resources to school districts to develop, implement, and review systems to support and evaluate teachers, school librarians, principals, and instructional staff through:

- **Induction programs** during the first two years of employment that include ongoing mentoring with paid release time, a rigorous mentor selection process, and regular feedback.
- **High-quality effective professional development** that is aligned to college- and career- ready standards and the academic and improvement goals of the school.
- **High-quality effective professional development for principals and school leaders** that includes planning and implementing strategies for school improvement; fostering a school culture of ongoing learning and professional development; engaging families and the community; managing resources and school time to ensure a safe and effective learning environment; and designing and implementing strategies to meet the needs of diverse learners, including students with disabilities and English language learners.
- **Rigorous, transparent, and equitable teacher and principal evaluation systems** that use multiple measures, including growth in student achievement; provide individual feedback to improve practice; allow for distinct ratings of teacher and principal performance; and provide an objective process for making employment decisions based on performance.

### **Increased Leadership Opportunities and Compensation**

Supports opportunities for educators to serve as mentors, instructional coaches, or master teachers, or take on increased responsibility for professional development, curriculum, or school improvement activities and calls for significant and sustainable stipends for teachers that take on these new roles and responsibilities.

### **Formal Evaluation of Program Effectiveness**

Requires an external formal evaluation of the effectiveness of the teacher and principal evaluation, induction mentoring, and professional development programs based on program implementation and specific outcomes, including student learning, effective teacher retention, classroom and leadership practice, and parent, family, and community involvement and satisfaction.

**Supporters of the *Effective Teaching and Learning Act* include:** Alliance for Excellent Education, American Federation of School Administrators, American Association of Colleges of Teacher Education, American Federation of Teachers, ASCD (formerly the Association for Supervision and Curriculum Development), Learning Forward, National Association of Elementary School Principals, National Association of Secondary School Principals, National Board for Professional Teaching Standards, National Commission on Teaching and America's Future, National Writing Project, and the New Teacher Center